

**United States Department of the Interior
Bureau of Land Management
Colorado State Office
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To: All Employees

From: State Director

Subject: BLM Colorado Guiding Principles and FY2005 Priorities

The State Leadership Team (SLT) has been working to integrate the Department of the Interior's (DOI) Strategic Plan with our workload priorities. We completed our efforts for FY2005 at our September meeting and would like to share them with you.

Each of us is assigned critical work that must be completed, though not all our work products are included in the DOI Strategic Plan. All of us, however, contribute to achieving these strategic goals.

Our reasons for going through this exercise were to:

- Provide a framework for each office to develop their organizational priorities.
- Provide a framework to develop employee performance objectives that tie to the DOI Strategic Plan.
- Make BLM Colorado more competitive for funding.
- Articulate our priorities to our partners and our customers.

We identified a number of guiding principles which are an integral part of and included in all of BLM Colorado's priorities and represent the core of how we do business. These are:

- Align workforce policies; recruitment activities; training and leadership development efforts; performance management activities; and diversity initiatives to effectively support accomplishment of BLM Colorado's goals and strategies.
- Foster safe behaviors in ALL work-related activities.

- Capitalize on every opportunity to pursue working together with the Forest Service.
- Promote the conservation of resources by collaborating and consulting with communities, customers, and partners.
- Utilize sound business principles and practices to assure organizational accountability and mission accomplishment.

The top BLM Colorado priorities for FY 2005, by DOI Strategic Plan Mission Categories, are:

Energy Development – Resource Use (Goal 1)

- Oil and Gas – Leasing, permitting, compliance, and monitoring
- Energy transmission - authorization, compliance, and monitoring

Fire and Fuels Management - Resource Protection: Watershed, Landscapes and Marine Resources (Goal 1) and Serving Communities: Protect Lives, Resources, and Property (Goal 1)

- Manage with adjacent local, state, and federal partners
- Focus fuels treatment efforts in the Wildland Urban Interface (WUI) and monitor
- Identify opportunities for biomass utilization and implement when possible
- Identify stewardship contracting opportunities and Implement when possible
- Ensure safe and efficient fire management

Land Health - Resource Protection: Watershed, Landscapes and Marine Resources (Goal 1)

- Maintain, restore and enhance ecosystem health through
 - Monitoring
 - Assessments
 - Actions
- Critical program areas include
 - Invasive weeds
 - Abandoned Mine Lands (AML)

Species Conservation – Resource Protection: Biological Communities (Goal 2)

- Threatened, endangered, and sensitive species conservation through
 - Planning
 - Habitat and ecosystems health
 - Monitoring

Planning - Resource Protection: Cultural and Natural Heritage Resources (Goal 3)

- Complete the following plans:
 - Roan Plateau Plan Amendment
 - Canyons of the Ancients National Monument
 - Colorado Canyons NCA and Gunnison Gorge NCA Plan
 - San Juan Public Lands Center Plan Revision
 - Little Snake Field Office Plan Revision
 - Silverton Plan Amendment
 - West Douglas Horse Herd Plan Amendment
- Management Plan Amendments
 - Various travel management plan amendments
 - Fire management plan amendments
- Other NEPA Documents
 - Northern San Juan Basin Oil & Gas EIS
- Initiate the following plans
 - Statewide Programmatic LUP/T&E Consultation Plan Amendment
 - Kremmling Field Office Plan
- Keep existing Land Use Plans (LUP's) current and relevant. Monitor on regular basis
- Utilize the Geographic Information System (GIS) to supplement planning efforts with relevant mapping information
- Implementing Planning/National Environmental Policy Act (NEPA) online register and keeping current

Heritage and Cultural Resources - Resource Protection: Cultural and Natural Heritage Resources (Goal 3)

- Preserve and protect heritage and cultural resources

Recreation - Recreation: Quality Recreation Experience (Goal 1)

- Develop Colorado recreation strategy and integrate with Forest Service and State Comprehensive Outdoor Recreation Plan (SCORP) initiatives and monitor progress
- Improve and enhance visitor services and information
- Implement full range of Fee collection and cost reimbursement opportunities and ensure user compliance
- Maintain visitor facilities

Travel Management - Recreation: Quality Recreation Experience (Goal 1)

- Review and revise current list of Travel Management Plans by February 28, 2005.
- Develop strategic planning process for travel management plans including final completion date.

- Implement interagency signage protocol and monitor for success
- Develop plans by
 - Utilizing interdisciplinary approach in development.
 - Integrating interagency/partners in development.

If you have any questions regarding these priorities, please feel free to discuss them with your Deputy State Director/Branch Head, Field Office Manager, or Center Manager.

Signed by:
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State Director

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